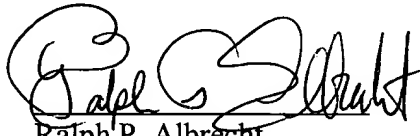## REMARKS

Applicant respectfully asserts that *no new matter* has been added to the application

with this submission. Applicant also requests an early action on the merits.

Respectfully submitted,

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Date Filed: August 14, 2001

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Enclosure:
        Substitute Claims 1-10

MARKED UP VERSION

WHAT IS CLAIMED IS:

1.   1.   A method for providing an online end to end talent acquisition process for
2. managing a client search for a candidate comprising:

3.   (a)   facilitating creation of a job requisition for a new job and storing said new
4. job in a job database;

5.   (b)   receiving and storing in said job database a description of said new job of
6. said job requisition including at lest one of an industry, a job function and a job ~~title~~position;

7.   (c)   defining a desired candidate for said new job;

8.   (d)   receiving and executing a cross industry comparable level search query of
9. a plurality of internal candidates for said desired candidate and returning internal candidates;

10.   (e)   receiving and executing a cross industry comparable level search query of
11. a plurality of external candidates for said desired candidate and returning external candidates;

12.   (f)   facilitating screening said internal and external candidates;

13.   (g)   facilitating managing selection of at least one of said candidates;

14.   (h)   facilitating managing an offer and a hire of said at least one of said
15. internal and external candidates; and

16.   (i)   facilitating managing an on-board process.

1.   2.   A method for providing an online end to end job search and career management
2. process for managing a job search for a candidate comprising:

3.   (a)   facilitating performance of an receiving and storing results of a self
4. assessment of a candidate, in a candidate database;

5.   (b) facilitating building a resume for said candidate including receiving and
6. storing ~~a position~~job experience including at least one job of said candidate in said candidate

7   database including for said position at least one of: an industry of said ~~position~~job, a job

8   function of said ~~position~~job, and a job ~~title~~ position of said ~~position~~job;

9   (c)   facilitating preparing a cover sheet for said resume;

10   (d)   facilitating researching about clients and a desired job

11   (e)   facilitating networking for said candidate with said client for said desired

12   job;

13   (f)   facilitating receiving a cross industry comparable level search query and

14   searching said candidate database for said desired job and presenting search results including

15   resulting jobs;

16   (g)   facilitating of and selection of at least one desirable job resulting scoring

17   said job;

18   (h)   facilitating interviewing for said at least one desirable job;

19   (i)   facilitating preparing and sending a thank you letter after an interview for

20   said desirable job;

21   (j)   facilitating evaluating an offer for said desirable job;

22   (k)   facilitating resigning from a prior position; and

23   (l)   facilitating managing an on-boarding process.

1   3.   A system for managing end-to-end an employment recruiting process comprising:

2   a network;

3   at least one web server coupled to said network'

4   a candidate database;

5   a client database; and

6   at least one application server coupled to said web server,

7   wherein said at least one application server comprises:

8   a database management system operative to manage said candidate

9   and client databases, and

10   a career management application operative to manage at least one

11   of a candidate job search and a client talent acquisition process from end-to-end.

1   4.   The system according to claim 3, wherein said career management application

2   comprises at least one of:

3   a revenue model including pay for performance;

4   live consultants accessible online to manage the career recruiting process;

5   an application service provider (ASP) offering operative to provide end to end

6   human resource outsourcing application services to client human resources departments; and

7   cross-industry comparable level search capabilities for candidates and clients.

1   5.   A method for managing a candidate-selected candidate profile database

2   comprising:

3   receiving candidate resumes having candidate selected job experience information

4   including

5   selecting at least one of:

6   an industry from a plurality of a predefined industries,

7   a job function from a plurality of predefined job functions of said

8   industry, and

9   a job position from a plurality of predefined job positions.

1   6.   The method according to claim 5, further comprising receiving comparable cross-

2   industry search queries for candidates resumes meeting comparable cross-industry criteria.

1   7.   The method according to claim 6, wherein said comparable cross-industry search

2   queries are by at least one of

3   said industry from a plurality of said predefined industries,

4   said job function from said plurality of predefined job functions of said industry,

5   and

6   said job position from a plurality of said predefined job positions.

1   8.   A computer program product embodied on a computer readable medium with

2   computer program logic stored thereon, said computer program logic for managing a

3   candidate-selected candidate profile database comprising:

4   means for enabling a computer to receive candidate resumes having candidate

5   selected job experience information including:

6   means for enabling the computer to select at least one of:

7   an industry from a plurality of a predefined industries,

8   a job function from a plurality of predefined job functions of said

9   industry, and

10   a job position from a plurality of predefined job positions.

1   9.   The computer program product according to claim 8, further comprising:

2   means for enabling the computer to receive comparable cross-industry

3   criteria.

1   10.   The computer program product according to claim 9, wherein said comparable

2   cross-industry search queries are indexed by at least one of

3   said industry from a plurality of said predefined industries,

4   said job function from said plurality of predefined job functions of said industry,

5   and

6   said job position from a plurality of said predefined job positions.